

Measure	Group 1 Highest Minority	Group 2 Highest FRPL	Group 3 Title Schools	Group 4 Most Rural	Group 5 Non-Title Schools	Group 6 Lowest FRPL
FRPL rate	89.4%	100.0%	66.8%	59.0%	38.4%	11.4%
% of Minority (Students)	82.6%	60.6%	28.6%	3.5%	13.4%	11.6%
% of Minority (Teachers)	30.2%	22.8%	9.3%	1.1%	3.3%	3.6%
Discipline Incident Rate	2.5%	2.1%	0.8%	0.6%	1.1%	0.4%
• Elementary	0.9%	0.9%	0.3%	0.2%	0.0%	0.0%
• Middle/Junior	5.6%	5.4%	3.8%	1.0%	1.5%	0.6%
• High School	5.5%	4.2%	3.9%	1.0%	1.4%	1.3%
Average years of experience	10.6	10.8	11.8	12.2	12.8	13.6
Average Salaries	\$52,413.68	\$47,663.97	\$45,716.47	\$38,707.54	\$50,053.26	\$56,723.11
• 1 st year teacher w/Bacc	\$38,872.60	\$36,762.76	\$35,526.29	\$32,113.83	\$36,712.79	\$39,043.11
• 1 st year teacher w/Mast	\$47,203.38	\$44,580.20	\$42,720.86	\$35,769.18	\$42,449.46	\$46,331.65
• Teachers w/ 5 years of experience or less	\$43,243.54	\$40,212.60	\$38,148.70	\$33,728.36	\$40,422.96	\$43,429.69
• Teachers w/ 6-10 years of experience or less	\$48,868.90	\$44,766.51	\$42,710.11	\$36,895.70	\$45,327.82	\$49,120.66
• Teachers w/ 11+ years of experience	\$59,953.18	\$53,970.13	\$50,680.50	\$41,956.27	\$54,450.38	\$61,685.40
Retention Rate 1 year (2018-2019)	70.8%	72.7%	78.8%	79.9%	80.6%	80.8%
Retention Rate 3 year (2016-2019)	43.6%	45.4%	55.3%	57.0%	58.2%	59.5%
% First year teachers	10.2%	9.9%	7.2%	7.0%	5.0%	3.4%
% of Teachers with less than 3 years of experience	19.5%	18.7%	14.0%	13.2%	9.8%	7.1%
1 st Year Principals	16.4%	16.8%	13.0%	14.3%	10.9%	9.6%
1 st year teachers assigned a mentor	84.4%	86.7%	93.0%	95.8%	96.6%	97.7%
Avg. overall preparation 1 st year Teacher response (%) Good/Very Good	76.7%	77.7%	82.9%	79.9%	86.9%	89.9%
Avg. overall preparation 1 st year Principal response (%) Good/Very Good	86.3%	93.3%	88.2%	78.6%	93.5%	97.6%
% Less than fully Qualified	12.6%	13.0%	8.6%	16.7%	9.2%	3.3%
• Elementary	9.3%	9.2%	6.6%	10.8%	1.8%	2.3%
• Middle/Junior	15.4%	15.0%	13.1%	13.2%	6.6%	3.1%
• High School	21.6%	23.6%	26.1%	25.0%	15.7%	7.2%
% Teaching Out-of-Field	11.2%	11.4%	7.4%	14.9%	8.0%	2.9%
• Elementary	8.1%	7.8%	5.6%	9.3%	1.3%	1.9%
• Middle/Junior	12.6%	12.9%	11.4%	11.3%	5.5%	2.6%
• High School	19.9%	21.9%	24.2%	22.9%	14.1%	6.6%
Effectiveness Index Overall teacher impact	72.8%	73.8%	75.9%	76.4%	75.9%	78.1%
Student Performance: ELA Proficient or Advanced	28.2%	30.8%	42.9%	47.8%	54.6%	65.8%
Student Performance: Math Proficient or Advanced	22.3%	24.4%	38.1%	39.7%	43.6%	59.7%

- **Group 1**—Highest Minority schools (347 schools). Non-White students and Hispanics of any race
- **Group 2**—Highest FRPL of schools (347 schools). Students eligible for Free and Reduced lunch
- **Group 3**—Title I Schools (1220 schools: Targeted(137) or Schoolwide(1083))
- **Group 4**—Most Rural Schools (356 schools). NCES Urbanicity Classification “Rural: Remote”
- **Group 5**—Non-Title Schools (1026 Schools)
- **Group 6**—Lowest FRPL of schools (347 schools). Students eligible for Free and Reduced lunch